

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

EXHIBIT A

SALARY SCHEDULE

Effective July 1, 2024

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 10,785	\$ 11,324	\$ 11,891	\$ 12,485	\$ 13,109
1105	Deputy City Attorney I	\$ 11,504	\$ 12,079	\$ 12,683	\$ 13,317	\$ 13,983
1109	Deputy City Attorney II	\$ 12,683	\$ 13,318	\$ 13,983	\$ 14,683	\$ 15,417
7127	Deputy Fire Chief	\$ 15,689	\$ 16,474	\$ 17,298	\$ 18,162	\$ 19,071
2107	Human Resources Operations Manager	\$ 10,463	\$ 10,986	\$ 11,536	\$ 12,113	\$ 12,718
2143	Principal Human Resources Analyst	\$ 10,463	\$ 10,986	\$ 11,536	\$ 12,113	\$ 12,718
2144	Senior Human Resources Analyst	\$ 9,982	\$ 10,481	\$ 11,005	\$ 11,555	\$ 12,133

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EXHIBIT A

SALARY SCHEDULE

Effective July 1, 2025

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 11,432	\$ 12,004	\$ 12,604	\$ 13,234	\$ 13,896
1105	Deputy City Attorney I	\$ 12,136	\$ 12,743	\$ 13,380	\$ 14,049	\$ 14,752
1109	Deputy City Attorney II	\$ 13,381	\$ 14,050	\$ 14,753	\$ 15,490	\$ 16,265
7127	Deputy Fire Chief	\$ 16,788	\$ 17,627	\$ 18,508	\$ 19,434	\$ 20,406
2107	Human Resources Operations Manager	\$ 11,091	\$ 11,646	\$ 12,228	\$ 12,839	\$ 13,481
2143	Principal Human Resources Analyst	\$ 11,091	\$ 11,646	\$ 12,228	\$ 12,839	\$ 13,481
2144	Senior Human Resources Analyst	\$ 10,431	\$ 10,953	\$ 11,500	\$ 12,075	\$ 12,679

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT**EXHIBIT A****SALARY SCHEDULE**Effective July 1, 2026

Grade	Position	A	B	C	D	E
7315	Accounting Manager	\$ 12,118	\$ 12,724	\$ 13,360	\$ 14,028	\$ 14,730
1105	Deputy City Attorney I	\$ 12,743	\$ 13,380	\$ 14,049	\$ 14,752	\$ 15,489
1109	Deputy City Attorney II	\$ 14,050	\$ 14,753	\$ 15,490	\$ 16,265	\$ 17,078
7127	Deputy Fire Chief	\$ 17,963	\$ 18,861	\$ 19,804	\$ 20,794	\$ 21,834
2107	Human Resources Operations Manager	\$ 11,757	\$ 12,344	\$ 12,962	\$ 13,610	\$ 14,290
2143	Principal Human Resources Analyst	\$ 11,757	\$ 12,344	\$ 12,962	\$ 13,610	\$ 14,290
2144	Senior Human Resources Analyst	\$ 10,848	\$ 11,391	\$ 11,960	\$ 12,558	\$ 13,186